

FedEx Canada Says NO To Union-Busting

In a surprising change from the standard practice of their U.S.-based parent company, FedEx Canada President David Binks has acknowledged FedEx workers right to join the Teamsters Union in Canada.

In a September 15, 2009 memo to FedEx Express Canada employees he promises there will be no “threats or reprisals” against employees who choose to sign a Teamsters Union card.

Assuming President Binks means what he says....this is a huge victory for Canadian FedEx workers at this early stage of the Teamsters organizing campaign. Now everyone at FedEx Canada can feel free to sign a union card without the usual intimidation and scare tactics companies routinely use to block organizing campaigns south of the border.

But just in case this sounds too good to be true you can help us keep FedEx honest in Canada by reporting any threats, intimidation or other anti-union activities by visiting the campaign website at www.FedExWorkers.org and click on the “File a complaint” section.



INTER-OFFICE MEMORANDUM

Date: September 15, 2009 To: FedEx Express Canada Employees
From: David Binks
Subject: Important Information

The Teamsters Union has announced that it has begun a national organizing drive at FedEx Express Canada. You may have encountered union representatives on your way to work, and may see them again in the days to come.

You have a right to decide whether or not you have any interest in joining the Teamsters. Contrary to suggestions in the bulletins that have been distributed by the Teamsters, you will not face any threats or reprisals from FedEx Express Canada for your choice. We have a longstanding relationship with you, based on fairness and respect.

At the same time, FedEx Express Canada does have a clear point of view. We would prefer to continue to deal with you directly and without the involvement of a union. At FedEx Express Canada, we are fortunate to have developed a unique relationship with our employees based on the PSP philosophy which sets us apart from other employers. This philosophy acknowledges the importance of employee satisfaction. Whether it be through our stated goal of avoiding or minimizing job loss, our promotion from within philosophy, or our open door, win-win, or GFT processes, FedEx Express Canada and our employees have worked together to build a company that is one of Canada's most respected employers and a company for which employees want to work.

You should know that a union's goal in an organizing campaign is to collect signed membership cards. Under the Canada Labour Code, the signing of a union membership card is like a final decision. The employee has no opportunity to change his or her mind. If the union collects cards from 50 plus one percent of the employees in the workforce it seeks to represent, it will be granted representation rights without a vote. We tell you this to ensure that you know what it means to sign a union card in an organizing drive. If you do not want union representation, you express this choice by not signing a union card.

We value our relationship with you. We have worked hard together to create a workplace where all will feel welcome and rewarded for their contributions. We will continue to communicate with you in an open and direct fashion.

If you have any questions about this letter, please do not hesitate to contact your manager.

Regards,

A handwritten signature in black ink, appearing to read "David Binks", with a large, stylized flourish at the end.

David Binks
President
Federal Express Canada Ltd.